



AAC Transformation Community Update

Senior Process Leader: COL Genaro
Dellarocco

Project Lead: MAJ Joy Kollhoff

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Message from the Senior Sponsor for AAC Transformation

MILDEP'S INTENT

- “MILDEP’s Intent:** The Army Acquisition Corps (AAC) shall transform itself in accordance with the Chief of Staff of the Army’s guidance, ***Transformation Road Map 2003***.
- To be successful in this endeavor we shall develop **DTLOMS-PF solutions** that fully integrate the AAC as a core capability within the Army and Joint war fighting community, to include: validation as a Branch and/or a core capability; building a Proponency and strategic alliances with G-3, G-4, G-6, and G-8, the Army Knowledge environment, the Training and Doctrine Command (TRADOC), Army Materiel Command (AMC), the Army Logistics Enterprise, Defense Contract Management Agency (DCMA), Army Test and Evaluation Command (ATEC); and full participation and integration in common military decision making processes (MDMP) at the strategic, operational, and tactical levels.
 - The AAC shall develop flexible acquisition officers and civilian leaders that possess a diverse and well-rounded background in the supporting functions and phases of acquisition who are prepared to **lead** any complex, multi-functional acquisition command, agency, organization, or team supported by a functionally expert, relevant, and ready workforce.
 - The critical outcomes of the AAC Transformation will be a well-developed **core capability** in acquiring the **“M” in DTLOMS-PF, i.e., materiel, sustainment and service solutions** for the Current and Future Force that possesses a joint, multi-agency, and multi-national footprint with an equally critical mission to provide **full spectrum acquisition support**, inserting those materiel and service solutions across the full spectrum of military operations.
 - Included in this core Army capability are **all elements of the AAC workforce**, i.e., military and civilian, contractors on the battlefield, and in-the-zone industrial base participants.”

Why Transform?

- The increasing complexity of warfare technology.
- Continuously high optempo/perstempo.
- Random/uncertain threat with a mandate for full spectrum warfighting capability, to include full spectrum acquisition support.
- Joint/Expeditionary mindset.
- Unit manning/unit set fielding.
- Unit of Employment that includes Special Operations, Civil Affairs, and **other capabilities.**

❖ We must align with Army Transformation efforts

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AAC Transformation Strategic Goal

- **Align and horizontally integrate** AAC Transformation with the overall Army Transformation Campaign.

Strategic Objective # 1

- Establish an Army acquisition **core capability** that develops, tests, fields, buys, inserts and supports materiel and service solutions across full spectrum military operations, from all out War to Defense of the Homeland.

Strategic Objective #2

- Develop flexible acquisition officers and civilian leaders that possess a **diverse and well-rounded background** in the supporting functions and phases of acquisition who are prepared to **lead** any complex, multi-functional acquisition command, agency, organization, or team.

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Strategic Objective #3

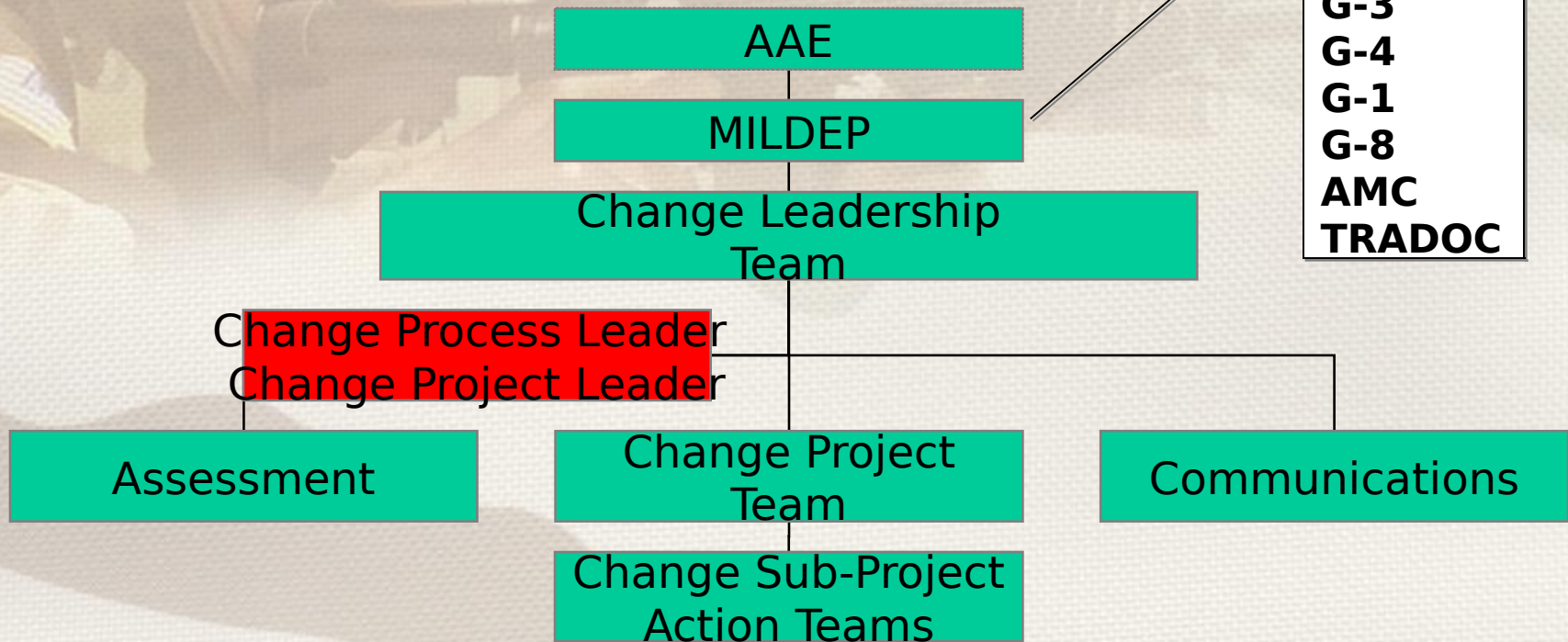
- Develop a civilian workforce that is **expert, relevant, and ready** to support the acquisition mission along the full spectrum of military operations from all out War to Defending the Homeland.

Change Process

1. Prepare to lead the Change.
 2. Create organizational vision, commitment, and capacity.
 3. Assess the Situation to determine requirements.
 4. Design the desired state.
 5. Analyze the impact.
 6. Plan and organize for change.
 7. Implement the change.
 8. Celebrate and integrate new state.
 9. Learn and Course Correct.
- ❖ **These steps are not executed in order and may take place simultaneously. Transformation is a continuous, cyclic process. Transformation is chaos, but a team and a plan will guide us through...**

AAC Transformation Team

“ACT”



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AAC Transformation Project

- Report on resources
- Initial launch activities
- Upfront wins
- The way ahead

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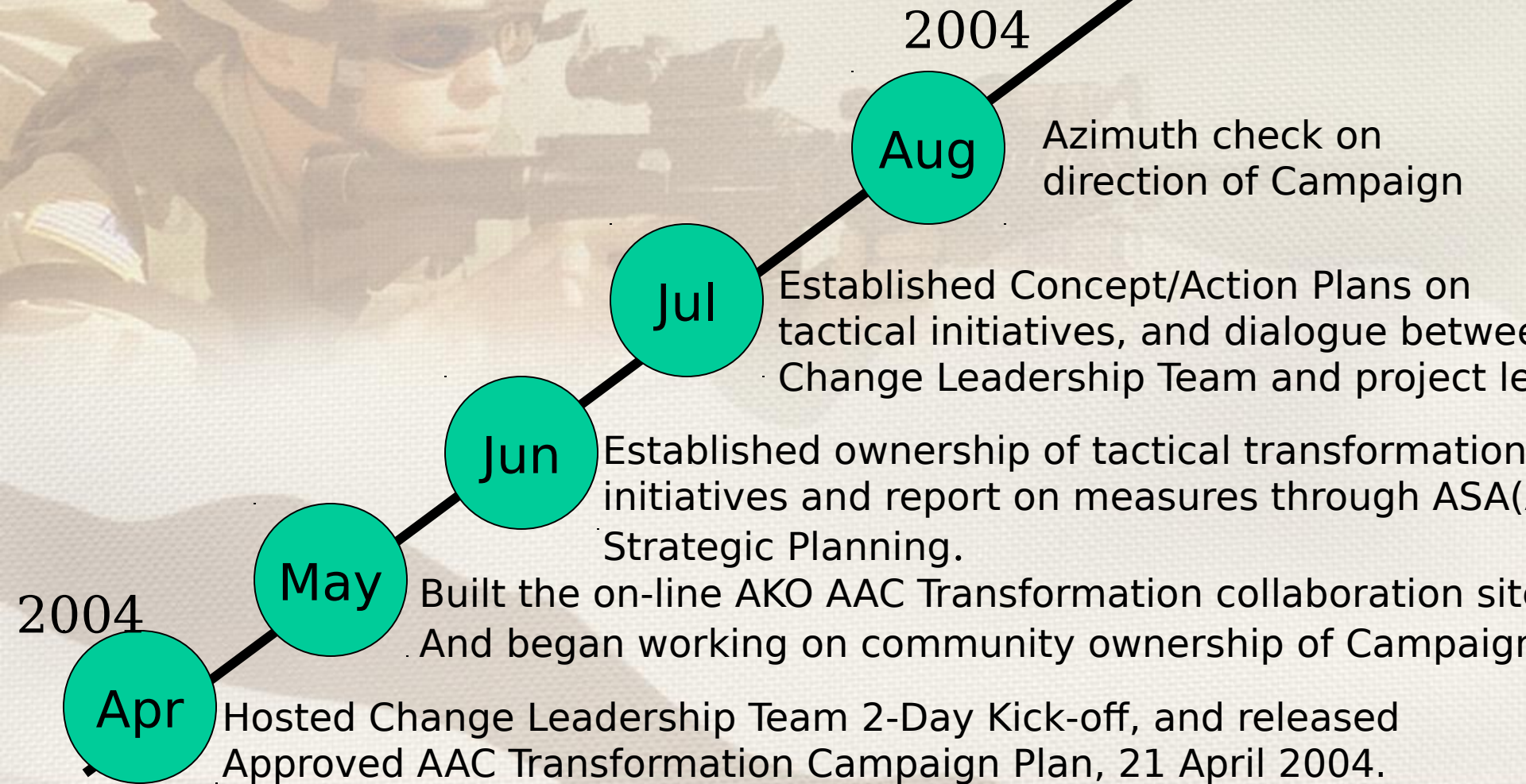
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Report on Resources

- Change Leadership Team:
 - Mr. Bolton is the Senior Executive Sponsor
 - LTG Yakovac is the Senior Sponsor
 - COL Genaro Dellarocco is the Senior Process Leader.
 - MAJ Joy Kollhoff is the Project Team Leader
 - Change Agents appointed in every agency and strategic partner.
 - Project Teams identified to work initiatives.
- AAC Transformation Contractor Support Team
 - UFR approved
 - Estimated award date Aug/Sep 04.



Initial Launch Activities...



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Upfront Wins: Strategic

Objective #1 “Core Capability”

- Chartered the FFAC Design Team, got recognized as a participant in TF Modularity and TF Log activities, and drafted a series of O/Os to address AAC Forward projection.
- The FFAC Design Team has been merged with AMC modularity team to form the AL&T Enterprise Design Team.
- AL&T Design Team successfully got AL&T recognized in the Theater Sustainment Command O/O.
- MOA has been put in effect with 3ID during transition to AAC modular solution. The plan is to roll out this MOA to the upfront modular reset organizations to work current modular reset issues and to aid in transition to “the” AL&T modular solution.
- Partnering with TRADOC to design an AAC Proponency.

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Upfront wins: Strategic Objective #2 “Flexible Leaders”

- **The Military Regional Rotational Assignment Program** roles out late summer 04 to establish regionally managed rotational assignments for entry and mid-level AAC officers.
- **Civilian Regional Rotational Developmental Assignment Program** policies, procedures and packaged for approval. Current concept/action has been developed based on the Transformation direction and will be vetted at the Community Workshop.
- **Established the UAS&E program** and opportunities to serve and remain competitive.
- **Identified opportunities for GO and SES continued educational opportunities**, increasing the opportunities for leaders to expand flexibility. Concept/action plan to create program is the next step.

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Upfront Wins: Strategic Objective #3 “Expert, Relevant, and Ready Workforce”

- **Current Civilian Regional Rotational Developmental Assignment Program** policies, procedures are complete. An updated concept/action has been developed based on the Transformation direction, to include workforce developmental opportunities, and will be vetted at the Community Workshop.
- **A host of new opportunities for Civilian Operational Experience have been identified.** A concept/action plan for creating a program of these opportunities is under development.
- Additionally, **a concept/action plan for a regional placement program for PMs and SSC graduates** is being refined at the Community PM Post Utilization Workshop today.

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Way Ahead...



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Community Workshops and AAC Transformation Azimuth Check

- **Purpose:** The Community Workshops being held today are to inject community feedback into the top hitters on the tactical portion of the AAC Transformation Campaign.
- **Top 7 tactical hitters in AAC Transformation:**
 - **Designing the Future Force Acquisition Corps** Footprint (Keeneland Suite).
 - **Design & Implementation of a Homeland Security Cell &** Development of this Emerging AAC Core Function (Pimlico)
 - **Military Regional Rotational Developmental Assignment Program** (Cherokee-Shawnee).
 - **Civilian Regional Rotational Developmental Assignment Program** (Gulfstream)
 - **Concept and Design of the AAC ILE Solution** (Kentucky Suite)
 - **Implementation of Civilian PM Post Utilization Initiatives** (Seneca-Iroquois).
 - **Design of Expanded CDG Program**—to Include full Life Cycle Management of Small Group of Select GS Employees (Belmont).

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Community Workshops and AAC Transformation Azimuth Check (cont.)

- **Where does our feedback go?** All output from the workshops will be handed over to the Change Leadership Team who will review the entire Transformation Campaign Plan and provide recommendations to either, continue as planned or change direction.
- **Report out:** The Change Leadership Team sub-leads will brief out recommendations Wednesday evening to the Conference.
- **Community Challenge:** Now our Senior Sponsor will provide a “challenge” for the Community Workshops.

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Community Workshop “Challenge”



- Does the initiative(s) establish AAC as a core capability; build flexible leaders; or cultivate a relevant, ready, and expert workforce?
 - Challenge to you: **Share your experiences, ideas, but most importantly--your commitment to move our organization in line with Army Transformation.**
 - **Ask yourself:**
 - **What am I willing to do to build the future?**
 - Stay focused and produce solid recommendations to further refine AAC Transformation efforts.
- LTG Joseph L. Yakovac

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